

Introduction

In an effort to better understand the experience of faculty members at UC Santa Cruz and respond to faculty concerns, the campus needs your help. As Vice Provost for Academic Affairs and Campus Diversity Officer for Faculty, I am asking all ladder-rank faculty who had a retention action or left UCSC to complete this survey. Your participation and feedback is valuable and important in helping me, along with the Academic Personnel Office and the Office for Diversity, Equity, and Inclusion, to identify ways of making the campus community a more welcoming place for all.

UCSC values your privacy and all responses to this survey will be kept confidential. The information you provide will solely be used for University business. We will not disclose personal information collected about you without your consent, except for certain explicit circumstances in which disclosure is required by law. You have the right to review your own data files.

There are approximately 40 questions that ask for your impression of your department, the campus, and the greater Santa Cruz community. We also want to hear about your experience with the retention process. Most questions are multiple choice with a narrative option. Once you exit the survey, you will not be able to re-enter your survey but will need to begin over again.

This is a blind survey and data will not be linked to names. However, due to the small number of faculty separations and retentions each year, you may be identifiable based on this information. This survey is voluntary. You may skip any question you do not wish to answer or withdraw from the survey at any time. Please feel free to contact me if you have any questions or concerns.

Thank you.

Sincerely,

Herbie Lee
Vice Provost for Academic Affairs/Campus Diversity Officer for Faculty
Professor, Applied Mathematics and Statistics
Email: vpaa@ucsc.edu
Voice: 831-459-2351

Personal Information

1. Faculty Rank

- Assistant Professor
- Associate Professor
- Full Professor

2. Gender (choose one)

- Male
- Female

Optional: Elaborate on gender

3. Race/Ethnicity (choose one)

- White (not of Hispanic origin)
- Black/African-American (not of Hispanic origin)
- Chinese/Chinese American
- Japanese/Japanese American
- Filipino/Pilipino
- Pakistani/East Indian
- Native Hawaiian
- Other Asian
- American Indian or Alaskan Native
- Mexican/Mexican-American/Chicano
- Latin-American/Latino
- Other Spanish/Spanish American
- Two or more of the above

Optional: Elaborate on race/ethnicity

4. Age

UCSC Faculty Survey

Please indicate how satisfied you are/were with the following aspects of UCSC at the time of your final decision to either stay or to leave UCSC.

5. SALARY and BENEFITS

	1 - Least	2	3 - Neutral	4	5 - Most
Salary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prospects for salary increases in the future	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health coverage and other benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retirement program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. DEPARTMENTAL LIFE

	1 - Least	2	3 - Neutral	4	5 - Most
Academic strength of department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities to participate in departmental governance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall teaching workload	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall advising workload	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall service workload	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Orientation to the department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. CLIMATE

	1 - Least	2	3 - Neutral	4	5 - Most
Opportunities to be mentored	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional connectedness within department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Healthy social climate within the department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Healthy social climate within the division	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Healthy social climate within the campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recognition by colleagues for good work within the department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recognition by colleagues for good work within the division	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recognition by colleagues for good work within the campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Campus support of balance between work and home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. UNIVERSITY PRACTICES

	1 - Least	2	3 - Neutral	4	5 - Most
Orientation to the campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities to participate in campus-wide governance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Performance review process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reward/recognition for teaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reward/recognition for research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reward/recognition for service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Campus commitment to your field of study	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. SUPPORT SERVICES AND RESOURCES

	1 - Least	2	3 - Neutral	4	5 - Most
Professional development support (research funds, funds to attend conferences)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Financial support for teaching activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Housing assistance programs: Loans	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Housing assistance programs: Faculty Relocation Allowance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of library facilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of laboratory and/or office facilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of computing support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of classrooms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

10. STUDENT QUALITY

	1 - Least	2	3 - Neutral	4	5 - Most
Quality of undergraduate students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability of university to recruit graduate students of sufficient quality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

UCSC Faculty Survey

In your opinion, did your personal identity play a role in your decision to remain at or to leave UCSC?

11. Age

- Yes
- No

Explanation

12. Gender

- Yes
- No

Explanation

13. Gender Identity

- Yes
- No

Explanation

14. Sexual orientation

- Yes
- No

Explanation

15. Marital/partner status

Yes

No

Explanation

16. Family status/responsibilities

Yes

No

Explanation

17. Race

Yes

No

Explanation

18. Ethnicity

Yes

No

Explanation

19. Disability

Yes

No

Explanation

20. Religion

Yes

No

Explanation

21. Job rank

Yes

No

Explanation

22. Other

Yes

No

Explanation

UCSC Faculty Survey

Please indicate how satisfied you are/were with the following aspects of UCSC at the time of your final decision to either stay or to leave UCSC.

23. LOCAL COMMUNITY LIFE

	1 - Least	2	3 - Neutral	4	5 - Most
Social opportunities in the local community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Availability of cultural events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Childcare facilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Local school system	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diversity of local community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employment opportunities for partner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

24. PROFESSIONAL ACCOMPLISHMENTS

	1 - Least	2	3 - Neutral	4	5 - Most
My productivity in research or creative work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My productivity as a teacher	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My professional growth	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25. Did you choose to leave or remain at UCSC?

- I chose to leave UCSC
- I chose to remain at UCSC

UCSC Faculty Survey

If you chose to leave UCSC, please complete the following questions.

NEW EMPLOYMENT SITUATION

26. I was on leave from the university to explore another employment opportunity and have decided to resign from my position at UCSC.

- Yes
- No

27. I am leaving to find a better employment situation for my spouse/partner

- Yes
- No
- NA

28. My spouse/partner is an academic

- Yes
- No
- NA

29. I have accepted a faculty position at a comparable university

- Yes
- No

30. I have accepted a faculty position at an institution that places a greater emphasis on research or creative work and less on teaching activities

- Yes
- No

31. I have accepted a faculty position at an institution that places a greater emphasis on teaching activities and less on research or creative work

- Yes
- No

32. I have accepted a position in business, industry, or government doing work related to my discipline

- Yes
- No

33. I have started my own business

Yes

No

34. I have accepted employment unrelated to my academic discipline

Yes

No

UCSC Faculty Survey

35. Which of the following is the most accurate statement about counter-offers in salary from UCSC?

- I did not seek a counter-offer; none was made.
- I did not seek a counter-offer; one was made.
- I sought a counter-offer; none was made.
- I sought a counter-offer; one was made.

Other (please specify)

36. Which of the following is the most accurate statement about counter-offers in non-salary (e.g., teaching release, space, research funds) from UCSC?

- I did not seek a counter-offer; none was made.
- I did not seek a counter-offer; one was made.
- I sought a counter-offer; none was made.
- I sought a counter-offer; one was made.

Other (please specify)

37. Were you encouraged to leave by someone at UCSC?

- Yes
- No

38. If you were encouraged to leave by someone at UCSC, which of the following is most accurate about how?

- I received subtle signals
- I received an informal, explicit request
- I was advised that another institution would be more appropriate for my area of research/teaching expertise
- I received a formal notification
- NA

Other (please specify)

39. Did you have any concerns when you originally accepted the position at UCSC? If yes, what were they? Were these concerns realized?

40. Would you recommend others to apply to or accept a job at UCSC? In your department? Why or why not?

41. If someone in your department was asked about why you left, what would s/he say?

UCSC Faculty Survey

If you received an outside offer, but are staying at UCSC, please complete the following questions.

RETENTION SITUATION

42. I was on leave from the university to explore another employment opportunity and have decided to remain in my position at UCSC.

- Yes
- No

43. I am staying at UCSC so that my spouse/partner can continue his/her career

- Yes
- No
- NA

44. My spouse/partner is an academic

- Yes
- No
- NA

45. I declined a faculty position at a comparable university in order to stay at UCSC

- Yes
- No

46. I declined a faculty position at an institution that places a greater emphasis on research or creative work and less on teaching activities

- Yes
- No

47. I declined a faculty position at an institution that places a greater emphasis on teaching activities and less on research or creative work

- Yes
- No

48. I declined a position in business, industry, or government doing work related to my discipline

- Yes
- No

49. I declined employment unrelated to my academic discipline

- Yes
- No

50. Which of the following is the most accurate statement about counter-offers in salary from UCSC?

- UCSC matched my offer from a competing institution
- UCSC did not match my offer from a competing institution
- I did not seek a counter-offer from UCSC

Other (please specify)

51. Which of the following is the most accurate statement about counter-offers in non-salary (e.g., teaching release, space, research funds) from UCSC?

- UCSC matched my offer from a competing institution
- UCSC did not match my offer from a competing institution
- I did not seek a counter-offer from UCSC

Other (please specify)

52. What factor(s) were most important in your decision?

53. Were you encouraged to stay by someone at UCSC?

- Yes
- No

54. If you were encouraged to stay by someone at UCSC, which of the following is most accurate about how?

- I received subtle signals
- I received an informal, explicit request
- I was advised that UCSC would be more appropriate for my area of research/teaching expertise
- I received a formal notification that UCSC wanted me to stay
- NA

Other (please specify)

55. Were you encouraged to leave by someone at UCSC?

- Yes
- No

56. If you were encouraged to leave by someone at UCSC, which of the following is most accurate about how?

- I received subtle signals
- I received an informal, explicit request
- I was advised that another institution would be more appropriate for my area of research/teaching expertise
- I received a formal notification
- NA

Other (please specify)

57. Did you have any concerns when you originally accepted the position at UCSC? If yes, what were they? Were these concerns realized?

58. Would you recommend others to apply to or accept a job at UCSC? In your department? Why or why not?

59. If I were to ask someone in your department about why you decided to stay, what would s/he say?

UCSC Faculty Survey

Thank you very much for your participation in this survey!

60. We appreciate any feedback you have regarding this survey.